

Recognition of project manager profession

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Project management is no doubt one of the most rapidly developing industries in the recent years, and the quality of the industry is driven by a knowledgeable and educated project manager. One of the biggest problems in new project management systems is that anyone can call themselves a project manager (PM), since it is not a state regulated profession. The PM's profession is no less worthy than any other profession, such as advocates, engineers, teachers, medical doctors and etc. So there shouldn't be any problems starting to protect the profession. The authors propose to start with the employment side, which means that there should be state legislation on the PM profession standard and appropriate position in the classifier of professions.

Currently project manager as a profession should be considered self-regulated, and the only dedicated methods and certification used for its professional competency's recognition are those developed by the public sector.

The article provides suggestions for recognition of project manager's profession, with an object-oriented model for the profession's regulation. The offered recognition model reflects the process and the relationship between certification, education, employment and legislative regulation.

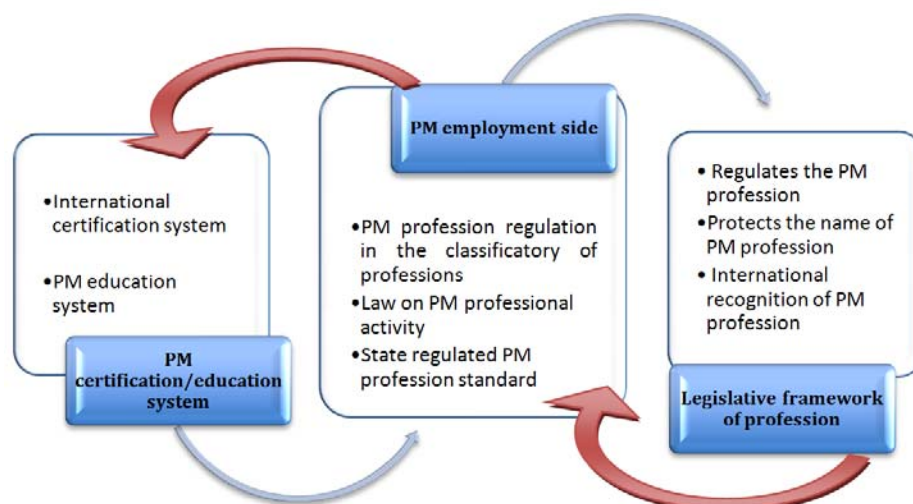


Figure 1: PM profession recognition system model

In Figure 1, the authors of the article reflect the existing and potential model of a PM profession recognition system. To ensure appropriate legal regulation of the field of project management, a common understanding and approach within the project management field should be achieved, which would then along with the respective government entities develop the necessary profession standards, profession classifier updates, and the umbrella law – on the Professional Activity of Project Managers. Only when a compromise is attained within the field, which can currently be considered self-regulatory, can we begin a discussion on the regulation of the profession. In the picture above, process is depicted by a left-to-right flow.

The object-oriented PM profession recognition model developed by the authors consists of three objects - certification/education system, employment, and legislative regulation. In order to achieve recognition of PM as a profession, we must understand the processes within each of the objects and observe the development process steps according to the flow indicated in the model. It is important to ensure a unified understanding of the industry and a coordinated application of standards in the certification and education

system. For the employment model, it is important that the process begin with respective improvements to the legal regulation of employment relationship, i.e. the PM's profession standard should be developed and approved on a national level, the occupation classifier should be updated, and employers should be educated on the subject of hiring appropriate PMs conforming to the approved profession standard and employment legislation. If the above principles are observed, the professional organizations of the industry or the appropriate state institutions may propose legislation changes to the parliament, to include the profession in the list of regulated professions, or to develop a law on the professional activity of PMs.